GOVERNMENT OF MADRAS.

Scott. II-16—55,006—3-9-53.

PW (1953) Department.

~~Endorsement~~
~~D.O.~~
~~Memorandum~~
~~Lodged~~

No. 76689 M/53-4

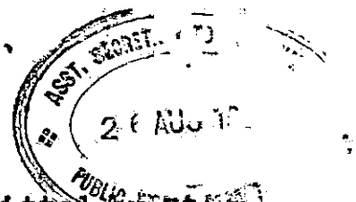
Dated ~~14-12-1953~~ 23-3-1954

FURTHER PAPERS.

Department.	Number.	Series.	Date.

To:
The Secretary,
Public Works Department,
M A D R A S.

Thro'
The Proper Channel.



Humble representation submitted by Steam Launch Drivers, Serang and Crew of Port Launches, Port Office, Mangalore.

Sir,

76689

Sub: Enhancement of salary, overtime wages, and Special wages.

We, the undersigned petitioners beg leave to lay before you the following grievances for your kind and sumpathetic consideration and early redress.

1. At the very outset we beg to state ~~tk~~ here that we are all persons getting meagre salaries fixed by the benign Government which salary and dearness allowance put together just suffice us to keep ourselves beyond starvation on account of the increase of prices of foodstuffs and cloths.

2. That the local Navigation Companies such as Scindia and Bombay Steam Navigation Co.,Ltd.; and Netravati Flotilla Co., Ltd., are paying a considerable higher salary for their drivers and crew. If your goodself is pleased to call for statistics of their salaries etc.,you will be quite convinced of the aforesaid fact.

3. That many a time the petitioners have to wait for hours together for the towing of boats loaded with cargo such as tiles etc. foregoing their meals. When launches are to await for cargo under the above circumstances the Government is charging a waiting fees from the shippers whereas we are not paid anything out of it.

4. That the local Chamber of Commerce has moved a suggestion in the above connection and a sum of As.8/- was sanctioned to be paid over to us whenever we are forego our meals in connection with our work which resolution was also placed before the meeting of the Port Committee and the said matter was also communicated to the Port Authorities but

hitherto the said meals allowance is not being paid over to us nor the Government had accorded their sanction therefor.

5. That as per the requisitions of the shippers, launches are engaged by merchants to ship their cargoes on the respective steamers and in the event the steamer does not arrive at the appointed time we have to wait for the steamers for hours together in the sea and very many times we have also to return disappointed on account of the non-arrival of the steamers at the appointed hour or day. In the said circumstances we have to even forego our holidays and sometimes all our efforts in that direction go in vain. Those efforts have not been considered by the Port Authorities hitherto and we therefore invite the kind attention of the Authorities in the above direction.

6. That whenever there is towing of boat at night Govt. charges 50% over and above the usual towage fees on each boat so towed. An overtimefees of Rs.4/- is paid to the crew of the launches on holidays during day time and the same rate of overtime is paid for the night tows though the revenue of 50% is credited to Govt. Funds. The night tows involve greater care and responsibility foregoing sleep throughout the night sometimes. It is, therefore for consideration to increase also the O.T.Fees by 50% for all night tows, which is only a fair and reasonable demand.

7. That on many occasions the boat owners apply for towing their boats at 6 A.M.or 7 A.M. the purpose of tides in which case the crew will have to come an hour earlier than the towing time to prepare the steam and keep the launch in readiness. Though the hours of duty are fixed for 8 hours, we are actually working more than 8 hours for which no overtime is paid, mainly because the G.O.Ms.No.4051 P.W.D. D/1.11.49 restricts payment of overtime between 6 PM and 6 AM. We, therefore, pray that we may not be put into hardship and take away the priveledge of earning O.T. fees for the work exceeding 8 hours.

8. In former days we were being provided with woollen dress or the rate of one paid for every two years. Since the

last about 5, 6 years we are not being provided with any woollen dress and we were to carry on our work in the winter undergoing the brunt of cold. Of course we are certainly poor to provide woollen dress for ourselves meeting its cost from our salaries. We are therefore requesting the Port Authorities to provide us woollen dress as in the past years at least forthwith.

9. That in or about the month of April or May last the benign Governor of Madras was pleased to visit this Port personally. During his visit he was pleased to inquire after our salaries etc. and he was convinced that we are all poor salaried staff, and he had suggested to the Port Officer to see that our salaries are enhanced from our present salaries.

In the circumstances set forth above we have approached your goodself with this representation and most respectifully pray that your goodself may be graciously pleased to redress our grievances set forth above and we may thereby be enabled to live beyond want by granting us a sufficient increment in our present salaries and granting us some special allowances in respect of our extra works set forth above.

For which act of sympathy and generosity we shall as in duty bound every remain grateful.

We beg to remain,
Sir,
Yours obediently,

Mangalore,
8th August 1953.

1. Copy submitted to The State Port Officer, Serang. Madras.
2. Copy submitted direct to The Secretary of Public Works Department, Madras.
3. The Governor of Madras, Madras.

A.S.

P.W.(H-1)

The receipt of the petition sent through the proper channel may be acknowledged
Till 25/9/53
27/8/53.

Endt. X.N. Dis. No. 2738/57

5

Governor's Secretariat,
Raj Bhavan,
Dated: 24/8/53

Transferred to the Secretary to Government, Public Works Department, Madras 9, for disposal. The communication has been acknowledged.

(By order of the Governor)

SECRETARY TO THE GOVERNOR.

F. 320 [illegible]

A.S.

P.M. (N-1)

p. 5 ante.

Kaj bee file: ~~[illegible]~~ Pl. see

the orders at fol. 5 p. 3 ante.

28/8/53

28/8/53

To:
The Secretary,
Public Works Department,
M A D R A S.

Thro'
The Proper Channel.

27 AUG 1956

Humble representation submitted by Steam Launch Drivers, Serang and Crew of Port Launches, Port Office, Mangalore.

Sir,

Sub: Enhancement of salary, overtime wages, and Special wages.

We, the undersigned petitioners beg leave to lay before you the following grievances for your kind and sympathetic consideration and early redress.

1. At the very outset we beg to state here that we are all persons getting meagre salaries fixed by the benign Government which salary and dearness allowance put together just suffice us to keep ourselves beyond starvation onaccount of the increase of prices of foodstuffs and cloths.

2. That the local Navigation Companies such as Scindia and Bombay Steam Navigation Co.,Ltd., and Netravati Flotilla Co., Ltd., are paying a considerable higher salary for their drivers and crew. If your goodself is pleased to call for statistics of their salaries etc.,you will be quite convinced of the aforesaid fact.

3. That many a time the petitioners have to wait for hours together for the towing of boats loaded with cargo such as tiles etc. foregoing their meals. When launches are to await for cargounder the above circumstances the Government is charging a waiting fees from the shippers whereas we are not paid anything out of it.

4. That the local Chamber of Commerce has moved a suggestion in the above connection and a sum of As.8/- was sanctioned to be paid over to as whenever we are forego our meals in connection with our work which resolution was also placed before the meeting of the Port Committee and the said matter was also communicated to the Port Authorities but

hitherto the said meals allowance is not being paid over to us nor the Government had accorded their sanction therefor.

5. That as per the requisitions of the shippers, lunahces are engaged by merchants to ship their cargoes on the respective steamers and in the event the steamer does not arrive at the appointed time we have to wait for the steamers for hours together in the sea and very many times we have also to return disappointed on account of the non-arrival of the steamers at the appo'nted hour or day. In the said circumstances we have to even forego our holidays and sometimes all our efforts in that direction go in vain. These efforts have not been considered by the Port Authorities hitherto and we therefore invite the kind attention of the Authorities in the above direction.

6. That whenever there is towing of boat at night Govt. charges 50% over and above the usual towage fees on each boat so towed. An overtimefees of Rs.4/- is paid to the crew of the launches on holidays during day time and the same rate of overtime is paid for the night tows though the revenue of 50% is credited to Govt. Funds. The night tows involve greater care and responsibility foregoing sleep throughout the night sometimes. It is, therefore for consideration to increase also the O.T.Fees by 50% for all night tows, which is only a fair and reasonable demand.

7. That on many occasions the boat owners apply for towing their boats at 6 A.M.or 7 A.M. the prupose of tides in which case the crew will have to come an hour earlier than the towing time to prepare the steam and keep the launch in readiness. Though the hours of duty are fixed for 8 hours, we are actually working more than 8 hours for which no overtime is paid, mainly because the G.O.Ms.No.4051 P.W.D. D/1.11.49 restricts payment of overtime between 6 PM and 6 AM. We, therefore, pray that we may not be put into hardship and take away the privelodge of earning O.T. fees for the work exceeding 8 hours.

In former days we were being provided with woollen dress or the rate of one paid for every two years. Since the

4

last about 5, 6 years we are not being provided with any woollen dress dress and we were to carry on our work in the winter undergoing the brunt of cold. Of course we are certainly poor to provide woollen dress for ourselves meeting its cost from our salaries. We are therefore requesting the Port Authorities to provide us woollen dress as in the past years at least forthwith.

9. That in or about the month of April or May last the benign Governor of Madras was pleased to visit this Port personally. During his visit he was pleased to inquire after our salaries etc. and he was convinced that we are all poor salaried staff, and he had suggested to the Port Officer to see that our salaries are enhanced from our present salaries.

In the circumstances set forth above we have approached your goodself with this representation and most respectfully pray that your goodself may be graciously pleased to redress our grievances set forth above and we may thereby be enabled to live beyond want by granting us a sufficient increment in our present salaries and granting us some special allowances in respect of our extra work not forth above.

For which act of sympathy and generosity we shall as in duty bound ever remain grateful.

We beg to remain,
Sir,
Yours obediently,

Mangalore,
8th August 1953.

1. Copy submitted to The State Port Officer, Madras. Serang.
2. Copy submitted direct to The Secretary of Public Works Department, Madras.
3. Copy Submitted to the Governor of Madras, Madras.

Rec. 50/5/10

11

P.N.(N-1)

Memo.No. 76/89-N/53-1 dt 30-9-53.

Sub: Bolt - Not changed - Port Offr. Mangalore - Launch Drivers, Serang and Lascar of Port Launches - Enhancement of Salary etc.

Ref: Petition from certain serangs sent to Govt. thro' proper channel.

ff 1-3 Cf

The S.P.O. is requested to report whether the petition cited above has been received by him & if so, to forward it to Govt. with his remarks.

No 166 S.P.O.

29/9/53

29.9.53

30.9.53

From:
A.Mudie Esq.,
State Port Officer,
P.B.No.13,
Madras 1.

To:
The Secretary to Government,
Public Works Department,
Madras.

SECRETARIAT
30 OCT 1953
PUBLIC WORKS DEPARTMENT

No.3729 G1/53-1 dated 27th October 1953.

Sir,

Mangalore Port - Petition dated 8-8-53 from the Drivers, Serangs etc. on the motor launch and the Tug - Enhancement of salary etc. - Government Memo No.76689-M/53-1 P.W., dated 30-9-53.

With reference to the Government Memo cited, I forward herewith the petition dated 8-8-53 from the crews of M.L. 'Mangalore' and tug 'Charles Henderson' at the port of Mangalore addressed to Government since received from the Port Officer, Mangalore. The requests in their petition are broadly classified as under.-

(1) enhancement of their scales of pay.

(2) payment of a share in the fee collected for the detention of the tug and launch from the parties requisitioning their services.

(3) payment of messing allowance.

(4) payment of increased rate of overtime fees by 50% for all night tows.

(5) payment of overtime fees for work done beyond 8 hours a day

(6) supply of woollen uniform.

2. The strength of the crews on the tug and the launch are as shown below.-

Tug 'Charles Henderson'

Name of the Post		Scale of pay
Driver Grade III.	1	Rs 40-1-55
Driver " IV	1	Rs 25-1-35
Serang " II	1	Rs 20-½(A)-30
Fireman " I	3	Rs 20-½(A)-30
Lascars	6	Rs 17-½(A)-26
Boy Lascars	1	Paid from contingencies

M.L. 'Mangalore'

Driver Grade III	1	Rs 40-1-55
Serang " I	1	Rs 30-1-40
Lascars	4	Rs 17-½(A)-26

The crews of both the above vessels belong to the Madras General Subordinate Service - Class XXXV. The scales of pay shown against the posts are those sanctioned in G.O. Ms. No. 606 P.W. dated 6-3-1947.

3. I offer the following remarks on the requests of the petitioners.-

p.t.o.

(1) Enhancement of scales of pay.- The question of enhancement of scales of pay of the petitioners alone cannot be considered as a separate case. This is a question that has to be dealt with on a departmental basis taking into consideration the cases of such class of subordinates employed on the dredgers at Mangalore Port and on the floating craft at the ports of Cuddalore, Nagapattinam and Kozhikode also. In case the request of the petitioners alone are considered favourably it will tend to create discontentment among the staff on the floating craft at other ports, which is not conducive to the smooth working of this Department. Previously the Port Officer Mangalore submitted certain proposals for the revision of scales of pay of Drivers, Grades III and IV, Firemen, Serangs, Greasers and Lascars. There upon the Director of Fisheries and the Chief Engineer for Irrigation, Madras were addressed to furnish the scales of pay, qualifications and duties attached to the posts of lascar on the floating craft of their departments. From the particulars received from them, it has been observed that the lascars on the floating craft in this department are on the same time scale as that sanctioned for the Fisheries Department and higher than that sanctioned for the Public Works Department. The duties performed by the lascars in this department are not more arduous than those performed by such personnel in the other two departments - vide comparative statement showing the scale of pay; qualifications and nature of duties attached to the posts of lascars in the Madras Port, Fisheries and Public Works Departments attached. Hence the revision of scale of pay of lascars in this department has not been considered justifiable and orders have been passed by me accordingly. Consequently, the revision of scales of pay of other posts belonging to higher categories have been dropped, as meeting no consideration.

(2) Payment of share in the fee collected for the detention of the tug and the launch from the parties: The Port Officer, Mangalore is of opinion that the crew of tug 'Charles Henderson' are in equal rank with the crew of the motor launch 'Mangalore' although the rate of overtime fees of the latter is lower. Both the crews are full time employees governed by the Fundamental Rules. The detention of the tug or the launch referred to in the petition falls within the prescribed working hours. For work done beyond the normal working hours merchant overtime is collected and paid to the crew. Hence there is no justification in the petitioners' request for payment of a share in the detention fee collected by the Department.

(3) Payment of messing allowance.- The proposal for messing allowance of Rs.15/- per mensem for the crews of the vessels during the monsoon period was put up by the Port Officer in September 1951 on grounds of attendent risk involved in manning vessels. This was negatived as no risks should be taken by the Port vessels and their safety jeopardised. The present request for messing allowance does not arise as the vessels should ply only when there no danger arises and such duties as the crew perform is the normal practice on floating craft..

(4) Payment of increased rate of overtime fees by 50% for all night tows.- The 50% additional charge referred to is not overtime to Government but is intended to cover additional lighting expenses and extra risk of damage to the vessel and extra steaming costs involved.

Payment:

(5) Payment of overtime fees for work done beyond 8 hours a day -- This forms part of their legitimate duty as full time employees and not wage earners at hourly rates. Rules for overtime do not permit claim against Government work as in this case the extra time is being taken for steaming up in advance for being in readiness for the hours of duty - vide also G.O.Ms.No.4051 P.W. dated 1-11-1949.

(6) Supply of woollen uniform:- The question of supplying the crews of all the craft of the Port Department was recently considered and proposals put up to Government on the basis of the recommendation made by the Port Officers vide my letter to Government No. 130 CS/52-1 dated 12-7-52 disposed of in G.O. Ms. No.4796 P.W. dated 24-11-52. Although the claims of the crew at the port of Mangalore is legitimate no concrete proposals have been put forward in support thereof as regards number of woollen clothing to be supplied free of cost, the period of fair wear and tear and the source from which the cost etc. is to be met. However as the port is soon to come under the control of a Port Trust Board the matter may be taken up by the Port Trust after its coming into being.

Yours faithfully,

State Port Officer.

Encl:

1. Petition dated 8-8-53 from the crews of M.L. Mangalore and tug Charles Henderson (in original)
2. Comparative Statement.

AT/27.

A.S. P.W.(M-I)

The G.O. referred to at 'A' on p. 13 ante + 'B' above have been called for. On their receipt the case will be examined. Time bill 10/11/53 is requested to be submitted.

4/11/53

7/11/53

The G.O. referred to at 'A' on p13 ante has been found in file (Con. 77059 M/53) sent to put/Legal on 2.7.1953. The G.O. referred to 'B' above is not available in the CRB. and it is being traced. This may be seen till 25-11-53 was

15/11/53

24/11/53

To:
The Secretary,
Public Works Department,
M A D R A S.

Thro'
The Proper Channel.

Humble representation submitted by Steam Launch Drivers, Serang and Crew of Port Launches, Port Office, Mangalore.

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Sir,
Yours obediently,

Mangalore,
8th August 1953.

1. Copy submitted to The State Port Officer, Madras.
2. Copy submitted direct to The Secretary of Public Works Department, Madras.

1) B. Subbanna Shetty
2) J. N. Kunder.
3) [illegible]
4) N. Narayana Shetty
5) [illegible]
6) Charles D'Souza.

B. Rama

9) Paul Pinto

10) ಬಾಬು ಅಡಪ್ಪ

11) Sunny

12) Joseph Monteiro

13) ಎನ್.ಕೆ ಸೋಮಶೇಖರ್

Comparative statement showing the scale of pay qualifications and nature of duties attached to the posts of Lascars in the Madras Port, Fisheries & Public Works Departments.

Name of the Department and the Post.	Scale of Pay.	Qualifications prescribed.	Duties attached.	Remarks.
Madras Port Department Lascars on floating crafts.	Rs.17-½(A)-26.	(i) Must be less than 30 years of age. (ii) Must posses experience for not less than three months in the handling of boats, minor repairs thereto rigging sails and other normal duties of boatmen and fishermen.	Washing the decks, scaling and painting the dredgers, attending to poling whenever necessary, cleaning the machinery parts, keeping night watches on crafts by turns and attending to other jobs.	
Madras Fisheries Department Lascars on floating Craft.	Rs.17-½(A)-26.	Requisite sea faring experience.	A lascar on board in a Fisheries Vessel is a deck hand assisting the Tindal in the Navigation and proper upkeep of the vessel. Routine duties are (1) keeping the deck clean (2) painting the vessel (3) periodically checking and cleaning the Navigation instruments (4) assisting the tindal and the wheel when out for fishing and (5) keeping watch of the vessel at night on alternate days and transporting the day's catches to the shore for marketing.	
Public Works Department Lascars on floating plants at Dowlaishwaram circle.	Rs. 14-½(A)-22 ~~28~~.	Experienced senior most men in the cadre of Mazdoors who know swimming are appointed as Lascars on steamers.	They have to do all manual work in the launches and steamers. Some of their duties are: (1) Towing of plant. (2) Cleaning the vessels and keeping them in good condition. (3) Assisting the Serang in manocurring the vessels. (4) Conveying consumable stores. (5) Watching the vessel at nights by turns.	
Lascars on floating craft in Vijayawada circle.	Rs. 15-½(A)-20.			

True Copy.

N. Ramanujam
SUPERINTENDENT.

State Port Office, Madras.

PND(M2)

22

T.M No. 76659 M/53-2 dt 14.12.53.

From

A.S. P.N.D.

To

The S.P.O.

Manga lost Port Pelliar dt 8.8.53 from the Drivers, Serang etc on the Motorlaunch and the Tug-Enhancement of Salary etc.

Your no. 3729 91/53-1 dt 27.10.53,

Please furnish a copy of G.O. No. 606 PW dt 8.2.47 quoted in the reference cited.

URGENT

POST COPY OF TELEPHONIC MESSAGE

From State Port Officer, Madras.
To the Secretary to Government, P.W.D. Madras.
No.3729 G1/53-2 dated 14-12-1953

Mangalore Port - Petition dated 8-8-53 from the Drivers, serangs etc. on the motor launch and the tug -Enhancement of salary etc. - Telephonic message from Government No.76689M/53-2 P.W. dated 14-12-1953.

--

A copy of G.O. Ms. No.606 P.W. dated 6-3-1947 is herewith furnished.

State Port Officer.

Encl:1.

AT/15.

Government of Madras
Abstract

Port Department - Scale of pay of members of Subordinate Services - Revised.

Public Works Department
G.O. Ms. No: 606 dated 6th March 1947.

Read the following:-

G.O.No.78, Finance dated 6-2-1947.

ORDER:

The Government have considered the recommendations of the Cabinet Salaries Committee regarding scales of pay applicable to the members of the Subordinate Services in the Port Department and have decided to accept them. The revised scales of pay are given in the appendix. The concessions granted and the instructions issued in paras 1-4- and 6-8 of G.O.No.78 Finance dated 6-2-47 shall also apply to the Port Department.

The following notification will be published in the Fort St. George Gazette.-

NOTIFICATION.

In exercise of the powers conferred by section 241(2)(b) of the Government of India Act 1935, His Excellency the Governor hereby directs that the existing scales of pay to the subordinate services in the Port Department shall be revised as shown in the Appendix. The rules issued in G.O.No.78 Finance dated 6-2-47 shall apply in fixing the pay in the new scales.

APPENDIX

Designation (1)	Existing scale of pay (2)	Revised scale (3)
	MADRAS MINISTERIAL SERVICE	
	Rs	Rs
Manager, Presidency Port Office	175-15/2-250	190-10-240
Shipping Clerks	28-2/2-40	40-2-50-1-60 (for S.S.L.C.)
	20-2/2-24-1/2-30	30-2-40-1-50 (for non-S.S.L.Cs)
	MADRAS PORT SUBORDINATE SERVICE	
Port Conservators	35-5/2-40-8/2-80 (E.B) 9/2-125	60-4-100 (E.B.) 5-150
Wharf Supervisors & Asst.Port Conservators	20-3/2-35 (E.B)5/2-50	40-2-50-1-60
Lightkeepers	28-3/2-37	35-2-45
Asst. Lightkeepers and Signallers.-		
I Grade	19-2/2-27-1/2-28	25-1-35
II Grade	15-2/2-17-1/2-19	20-1-25

Flag Lascars		
I Grade	15-2/2-17-1/2-19	20-1-25
II Grade	12-17	16-½(A)-26
Morse Signallers	30-2-50	35-2-55
Head Lightkeeper	80-10/2-120(E.B)	100-5-135(E.B.)-
Vakalapudi	10/2-140	5-150
Asst. Lightkeepers	40-5/2-60(E.B)	50-3-65-2-75(E.B)-
Vakalapudi	5/2-80	2-85
Pilots.-		
I Grade	32-2/2-36	35-1-40
II Grade	23-2/2-33	25-1-35
Tindals.-		
I Grade	19-1/2-24	25-1-35
II Grade	15-1/2-19	20-½(A)-28
Boatmen	12-17	16-½(A)-26

THE MADRAS GENERAL SUBORDINATE SERVICE

Dredging Superintendent	100-5/2-105-10/2-125	120-5-150
Operators.-		
Grade I	-do-	-do-
Grade II	80-5/2-100	90-3-120
Foreman mechanic	120-10/2-150	150-5-180
Drivers.-		
I Grade	70-2/2-80	75-1-85
II "	55-3/2-70	55-1-70
III "	30-3/2-45-2/2-55	40-1-55
IV "	20-1/2-30	25-1-35
Serangs.-		
I Grade	23-1/2-35	30-1-40
II "	15-1/2-23	20-½(A)-30
Firemen.-		
I Grade	-do-	-do-
II "	12-17	17-½(A)-26
Welder	30-3/2-45	40-1-50
Greasers	12-17	17-½(A)-26
Lascars	12-17	17-½(A)-26
Mechanics	44-2/2-50	50-1-60
Time-keeper	35-3/2-50-2/2-60	40-2-50-1-60 for S.S.L.Cs 30-2-40-1-50 for Non-SSLCs
Fitters.-		

Fitters.-		
I Grade	30-2/2-40	35-2-55
II "	20-1/2-30	25-1-35
Crane Drivers	30-3/2-45-2/2-55	35-2-55
Asst. Crane Drivers	15-1/2-23	20-½(A)-30
Dock keeper	30-3/2-45	35-1-45
Store Attender	15-1/2-19	18-½(A)-26
Turner	30-3/2-45	40-1-50
Blacksmith	20-2/2-30	30-1-40
Hammerman	15-1/2-20	20-1-30
Carpenter	20-2/2-30	30-1-40
Lascars in the Presidency Port Office Madras.	17½-½(once in 5 years) - 19½	16-½(A)-25
Head Watchman	20-2/5-30	25-½(A)-35
Watchman	15-2/5-25	20-½(A)-30

STAFF OF MARINE SUB-DIVISION.

Supervisors	70-10/2-110-15/2-200	100-5-150-10-250*
Draughtsman Gr.III	50-4/2-90	70-3-90-3-120
Tracer	28-2/2-42-1/2-45	35-1-55
Clerk	30-3/2-45-2/2-55	Same as for L.D. Clerks in Madras Ministerial Service
Typist	-do-	Same as for typists in Madras Ministerial service.
Peons	12-17 standard scale	16-½(A)-25

SPECIAL DIVISION FOR POST WAR RECONSTRUCTION.

Manager & Accountant	100-10-270-30/5-350	No revision
Supervisor	70-10/2-110-15/2-200	100-5-150-10-250 *
Draughtsman Gr.II	90-10/2-120	120-5-150
Head Clerk	70-5/2-85-7½/2-100	80-3-95-5-125
Draughtsman Gr.III	50-4/2-90	70-3-90-3-120

*Graduates in Engineering will start on Rs 150/- per mensem.

Upper Division Clerks	55-5/2-70	80-3-95-5-110
L.D.Clerks	30-3/2-45-2/2-55	Same as for L.D.Clerks in Madras Ministerial Service.
Typists	-do-	Same as for typists in Madras Ministerial Service.
Tracers	28-2/2-48-1/2-45	33-1-55
Attenders	19-30	24-1-32-½-(A)-35
Peons	12-17	16-½(A)-25

(By Order of H.E. the Governor)

O.Pulla Reddi,
Secy. to Government

To the Presidency Port Officer etc.

(True Copy)

State Port Officer

21/25/11

29 P.W.D(M2)

Memo No. 766 PW M/53-3 dt 22-1-54

Sub: Estt. - Mangalore port - Enhanced scale of pay and maritime allowance etc to the crew of motor launch and tug at the

Ref: From the S.P.C. letter No. 3729 Gd/53-1 dt 27-10-53 and No. 3729 Gd/53-2 dt 14-12-53

pp 13-15 pr

p 23 pr

The S.P.C. is requested to furnish a Copy of the rules governing the terms of work and the payment of maritime allowance to the crew of M.L. "Mangalore" and tug "Charles Henderson" at the port of Mangalore, date

30 -2-

Specifying the orders of
Govt. in which they have
been approved.

Sgn
21/1/82 21.1.82

Sgn
21.1.82

Joint S.P.C.

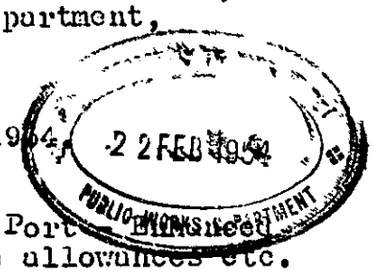
Note:- The information referred to
in the draft above is necessary for
the disposal of this Case. The draft is
for approval.

Sgn
21.1.82

Sgn

From
L.H. Cornish, Esq.,
State Port Officer,
P.B.No.13,
Madras 1.

To
The Secretary to Government,
Public Works Department,
Madras.



No.3729 G1/53-4, dated 16-2-1954.

Sir,

14399

Sub:- Establishment - Mangalore Port - Hire rates, scales of pay and overtime allowances etc. to the crew of motor launch and tug.

Ref:- Govt Memo No. 76689 M/53-3 P.W. dt 22-1-54

In reply to the Government Memo cited, I have to state that the working hours of the different craft at the Port of Mangalore fixed in consonance with this office Memo No.1852 G1/49-1, dated 15-11-49 to the Port Officer, Mangalore with copy to all other Port Officers, copy enclosed, are as follows:-

(i) S.D.'Gurpur' and 'Grab Dredger' - 8 A.M. to 1 P.M. and 2.00 P.M. to 5.00 P.M. when not dredging, otherwise 8 continuous hours per day.

(ii) Tug 'Charles Henderson' and M.L.'Mangalore', 8 A.M. to 1 P.M. and 2 P.M. to 5 P.M.

Thus a working day of not more than 8 hours a day is ensured. There are no separate Rules as such governing the hours of work.

2. A copy of Government Order No.Ms.4051 P.W., dated 1-11-49 prescribing the rates of overtime fees to crew of Tug 'Charles Henderson' and M.L.'Mangalore' is also enclosed. It may be observed therein that the rates have been prescribed as 'per vessel or per trip' - Vide Government Memo No.3978-F/49-2, P.W., dated 14-12-1949 - as no hourly rate has been sanctioned.

Yours faithfully,

State Port Officer.

Encls.
Copy of G.O.Ms.No.4051 P.W.,d.1-11-49.
,, Govt. Memo No.3978 F/49-2, d.14-12-49.
,, S.P.O's Memo No.1852 G1/49-1, d.15-11-49.

P.17.

GOVERNMENT OF MADRAS.
Abstract.

PORTS - Mangalore - Levy and distribution of overtime fees for services rendered by Tug "Charles Henderson" - Presidency Port Officer's proposals approved.

PUBLIC WORKS DEPARTMENT.

G.O.Ms.No.4051. Dated the 1st November 1949
Read the following:-

G.O.Ms.2928 P.W. dated 12-8-49.
From the Presidency Port Officer No.1910 G1/49/9 dated 27-9-49.

STATE PORT OFFICE
12 FEB 1954
MADRAS

ORDER:-

His Excellency the Governor of Madras hereby approves the proposal of the Presidency Port Officer to the levy of overtime fees at the rate of Rs.2/- and Rs.4/- from 5th April 1949 and 1st August 1949 respectively per trip or per vessel, in respect of Tug "Charles Henderson" at the Port of Mangalore and to the distribution of the latter rate as detailed below:-

2 Drivers and 1 Syrang @ 8 annas each ...	1- 8- 0
2 Firemen @ 6 annas each ...	0-12- 0
6 lascars and 1 boy lascar @ 4 annas each	1-12- 0

2. The following notification will be published in the South Kanara District Gazette:-

NOTIFICATION.

In the notification relating to the rates of fees for towage and other services published at page 2 of the General Supplement to the South Kanara District Gazette for January 1927 as subsequently amended, the following amendment shall be made.

AMENDMENT.

(1) For item X, the following item shall be substituted namely:-

"X. Overtime fees at the rate of Rs.2/- and Rs.4/- per vessel per trip will be charged for towing and for other services rendered by the motor launch and by the tug respectively between the hours 6 P.M. and 6 A.M. on all days and during holidays.

The rate of overtime fees of Rs.4/- per vessel or per trip for the tug shall be deemed to have come into force on the 1st August 1949, the rate from the 5th April 1949 to the 1st August 1949 being only Rs.2/- per vessel or per trip."

(BY order of His Excellency the Governor of Madras.)

M. Amalorpavanathan,
Addl. Deputy Secretary to Govt.

To the Presidency Port Officer, Madras, etc.

II.

No.1910 G1/49-6.
Copy forwarded to the Port Officer, Mangalore with reference to this office endorsement on letter to Government No.1910 G1/49-4 dated 27-9-49.

N.Ramamritam,
for Presidency Port Officer.

Madras, 9-11-49.

(Copy)

K.P.Hardas 10/2
Port Officer.

Mangalore, 10-2-1954.

No.1852 G1/49-1.

Presidency Port Office,
Madras, 15-11-1949.

M E M O

Tug 'Charles Henderson' - Payment of overtime fees to the establishment of floating craft before and after working hours fixed - Your Endt. No.2083/49-2 dated Nil-10-49.

The principls to be followed as that ordinary working hours should be not more than 8 hours a day. If it is necessary, say on account of tides being suitable only at times outside the normal working hours compensatory "time off" may be given at your discretion, during the hours from 6 A.M. to 6 P.M. to ensure a working day of not more than 8 hours.

J.M.Balmforth,
Presidency Port Officer.

To the Port Officer, Mangalore.
Copy to the Port Officer, Kakinada with reference to his No.82/1455/49-4 dated 8-10-49 with enclosure copy of endorsement of the Port Officer, Mangalore under reply.

Copy to all other Port Officers (together with a copy of the endorsement of the Port Officer, Mangalore and of the letter of the Port Officer, Kakinada under reply.

Copy of petition dated 6-10-49 from the Driver, Tindal, Firemen etc. of Mangalore, to the Port Officer, Mangalore.

We the staff of Tug Charles Henderson beg to request that with reference to your office order dated 16-9-1949 in which our working hours has been fixed from 8.00 A.M. to 1.00 P.M. and from 2.00 P.M. to 5.00 P.M. In case we work before 8.00 A.M. during interval of between 1 P.M. to 2 P.M. and after 5 P.M. during working days, we may please be paid overtime fees for the work.

No.2083/49-2.

Copy forwarded to the Presidency Port Officer, Madras for favour of orders. It is presumed that overtime fees will be carnad only between 6.00 P.M. and 6 A.M. even though the noraml working hours are fixed as 8 hours per day as ordered in your No.1851 G1/49-3 dated 13-9-49.

L.G.Hardas,
Mangalore, 6-10-1949. Port Officer.

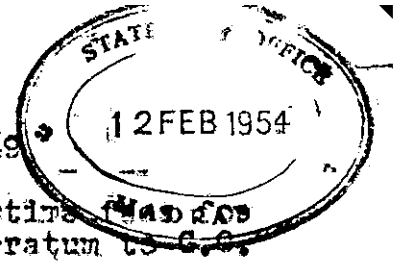
Copy of letter No.82/1455/49-4 dated 8-10-49 from the Port Officer, Kakinada to the Presidency Port Officer, Madras.

Kakinada Port - Cranage fees - Launch and tug hire rates enhancement ment of - Your No.3595 G1/49-2 dated 5-10-49 to Government.

A kind reference is invited to this office order No.9A/1772/49-2 dated 21-9-49 fixing the working hours of the outdoor establishment of this port and request to be informed whether the timings (6 P.M. to 6 A.M.) proposed therein for the recovery of overtime fees from the parties applying overtime may not be changed to suit the legitimate working hours (7 A.M. to 12 Noon and 2 P.M. to 5 P.M.) fixed therein.

P.T.O.

35



GOVERNMENT OF MADRAS
Public Works Department.
Memorandum No.3978-F/49-2 dated 14-12-1949

Ports - Mangalore - Levy and distribution of overtime fees for services rendered by tug 'Charles Henderson' - Erratum to G.O. No.4051 P.W. dated 1-11-49.
From the Presidency Port Officer, No.1910 G1/49-7 dated 21-11-49.

The following erratum to the notification published with G.O. No.4051 P.W. dated 1-11-49 is issued: -

For "per vessel per trip" in the three places where they occur in the said notification,

read "per vessel or per trip".

S.Krishnamurthi,
Asst. Secretary to Govt.

To the Presidency Port Officer.

Endorsement No.1910 G1/49-8.

Copy forwarded to the Port Officer, Mangalore with reference to this office letter No.1910 G1/49-7 dated 21-11-49 read therein, copy endorsed to him.

(Sd) N.Narayanswami,
for Presidency Port Officer.

Madras, 22-12-1949.

(Copy)

Mangalore, 10-2-1954.

Port Officer.

No. 1852 GL/49-1

37

Presidency Port Office,
Madras, 15.-11-1949

MEMO

Tug Charles Henderson' - Payment of overtime fees to the establishment of fighting craft before and after working hours fixed - Your Endt.No. 3065/49-2 dated -10-49.

The principle to be followed is that ordinary working hours should be not more than 8 hours a day. If it is necessary, say on account of tides being suitable only at times outside the normal working hours compensatory "time off" may be given at your discretion, during the hours from 8 A.M. to 5 P.M. to ensure a working day of not more than 8 hours.

J.H.Balmforth,
Presidency Port Officer

To the Port Officer, Mangalore.
Copy to the Port Officer, Kakinada with reference to his No.GL/1852/49-4 dated 6-10-49 with enclosure copy of endorsement of the Port Officer Mangalore under reply.
Copy to all other Port Officers together with a copy of the endorsement of the Port Officer, ~~Kakinada under reply~~ Mangalore and of the letter of the Port Officer, Kakinada under reply

-True copy-

N. Ramamritham
Superintendent.
STATE Port office.

AT/1A

P.W.D.(M2)

Memo No.76689-M/53 - 4823-3-54.

Sub:-Establishment - Mangalore Port - Drivers, Serangs etc. on "M.L. Mangalore" and "Charles Henderson" Enhancement of salary, overtime fees etc.

Ref:-From the Drivers, Serangs etc. ~~of M.L.Mangalore" and "Charles Henderson~~" at Mangalore Port petition d/8-8-53
From the S.P.O. letter No.3729-G1. 53-1 d/27-10-53
and No.3739 G1/53-4 d/16-2-54.

In view of the impending formation of a Port Trust at Mangalore Port, the requests of the Drivers, Serangs etc. of "M.L.Mangalore" and Tug "Charles Henderson" regarding enhancement of their scales of pay, rate of overtime fees, supply of woolen clothing etc. may be left over for consideration by the Port Trust Board to be formed.

To the S.P.O.

C.No.76689-M/53.

P.W.D.(M2)

Sub:-Establishment - Mangalore Port - Drivers, Serangs etc. on the motor launch and tug - Enhancement of salary etc.

Ref:-From the crews of Port Launches, petition dt. 8.8.53
From the S.P.O. letter No.3729-G1/53-1 dated 27-10-53
From the S.P.O. letter No.3729 G1/53-2 dated 14-12-53
From the S.P.O. letter No.3729-G1/53-4 dated 16-2-54

Please see the petition at pp.17-19 c.f. from the drivers, serangs etc. on the motor launch "M.L.Mangalore" and the Tug "Charles Henderson" at the Mangalore Port requesting enhanced scales of pay, overtime allowances etc. and the S.P.O's letter at pp.13-15 c.f. The petitioner's requests are examined below:-

(1) Enahancement of scales of pay.

The petitioners have stated that they are getting meagre salaries and that the local navigation companies are paying higher salary for their crew. The strength of the crew on the Tug and the Motor Launch at the port and the scales of pay now allowed to them are given in para 2, p.13 c.f. The S.P.O. has stated that the question of enhancement of the scales of pay of the petitioners alone cannot be considered as a separate case, that the question will have to be dealt with on a departmental basis and ~~that any grant of enhanced scale of pay to the petitioners alone will cannot be considered as a separate case that the question will have to be dealt with on a departmental basis and~~ that any grant of enhanced scale of pay to the petitioners alone will tend to create discontent among the subordinates on the floating craft of other ports. He has added that the question of enhancing the scale of pay for lascars was considered previously and that it was found after a comparison of the scales of pay allowed to the lascars of the P.W.D.

and Fisheries Department, that the revision of pay of the lascars of the Port Department was not justifiable and that orders were passed accordingly. He has ~~also~~ subsequently dropped the proposal to grant enhanced scales of pay for the higher posts also. It may be mentioned that in connection with the proposal to grant enhanced scales of pay to the crane establishment at Kozhikode port, it has been decided in circulation that there is no case for revision of the scales of pay and that however, if the State Port Officer finds any difficulty to get qualified men for the posts owing to the unattractive nature of the scales of pay, he may renew his proposal after a year.

In view of the above, the request of the petitioners to raise the pay may be negatived.

(2) Payment of a share in the fees collected for the detention of the tug and launch from the parties requisitioning their services.

The S.P.O. has stated that the crew are full time employees governed by the fundamental Rules, that the detention of the tug ~~of~~ and the launch referred to by the petitioners falls within the prescribed working hours. He has pointed out that for the work done beyond the normal working hours, merchant overtime is collected and paid to the crew. He considers therefore that there is no justification in the petitioners' request for the payment of a share in the detention fee collected by the Department. The S.P.O's view may perhaps be agreed to.

(3) Payment of Messing allowance

The petitioners have stated that the local Chamber of Commerce has recommended that a sum of annas eight may be paid to them whenever they are to forego their meals in connection with their work and that the matter was also placed before the meeting of the

Port Committee and communicated to the Port authorities. The S.P.O. has stated that a proposal for messing allowance of Rs.15/- per mensem for the crew of the vessels during the monsoon period was put up by the Port Officer in September 1951 on grounds of attendant risk involved in manning vessels and that this proposal was, however, negatived as no risks should be taken by the port vessels and their safety jeopardised. He considers that the request for messing allowance does not arise as the vessels should ply only when there is no danger and that such duties as the crew perform is the normal practice on the floating craft. In the circumstances the necessity for grant of messing allowance does not arise.

(4) Payment of increased rate of overtime fees for all night tows

The petitioner have stated that whenever there is towing of boat at night, Government charge 50% over and above the usual towage fees and has requested that an enhanced overtime fees may be sanctioned to them for the night tows which involve greater care and responsibility with no sleep sometimes throughout the night. The State Port Officer has stated that the 50% additional charge referred to by the petitioners is intended only to cover additional lighting expenses and extra risk of damage to the vessel and extra steaming costs involved. He does not apparently recommend this request. An overtime fees of Rs.2/- is now given to the crew of Motor Launch "Mangalore" per trip and this is distributed among the crew consisting of one Driver, one Serang and four Lascars. This rate was fixed in 1927.

An overtime fees of Rs.4/- is given to the crew of Tug "Charles Henderson" per trip and this amount is distributed among its crew consisting of 2 drivers, Serang (2 Firemen) and 7 Lascars including one boy lascar. The rate of Rs.4/- was fixed in G.O.Ms.No.4051 P.W. d/1-11-49

based on the overtime fees allowed to the crew of "M.L.Mangalore" - vide S.P.O's letter No.1910/G1/49-4 d/27-9-49 and G.O.Ms.4051 P.W. d/1-11-49. It has been proposed to sanction the crane establishment at Kozhikode port enhanced rates of overtime fees for the reason that the existing rates were fixed in 1937 and prices have gone up since. There seems therefore a case for enhancing the rate of overtime fees for the crew at Mangalore under reference.

(5) Payment of overtime fees for work done beyond eight hours a day.

The petitioners have represented that on many occasions, the boat owners apply for towing their boats at 6 A.M. or 7 A.M. in which case the crew will have to come an hour earlier than the towing time to prepare the steam and keep the launch in readiness and that though they were actually working more than eight hours, they are not paid overtime allowance. The State Port Officer has stated that this forms part of their legitimate duty as full time employees and not wage earners at hourly rates. He has pointed out that the rules for overtime do not permit claim against Government work as in this case, the extra time is being taken for steaming up in advance for being in readiness for the hours of duty. It may be mentioned that the S.P.O. has stated separately that at the Kozhikode Port, the Assistant Crane Driver is being paid overtime fees for raising steam during the hours prior to 6 A.M. prior to the commencement of Crane operations and that his action of the Port Officer in collecting and paying the overtime fees may be approved. The Government have accepted this proposal and orders are being issued separately. It appears that there seems to be a case for paying overtime fees to the crew in this case also for raising steam before the normal working hours, i.e., before 8 A.M.

There seems therefore that there is a case for considering this request.

(6) Supply of woollen uniforms:-

The petitioners have requested that they may be supplied with woollen dress as in former days. The S.P.O. considers that this request is a legitimate one, that however no specific proposals have been put up by the Port Officer, Mangalore in this regard and that as the Port is soon to come under the control of the Port Trust Board, the matter may be taken up by the Port Trust after its coming into being.

2. In view of the impending formation of a Port Trust at Mangalore Port, it seems desirable that all these requests may be left over for consideration by the Mangalore Port Trust Board that may come into being. Subject to approval, a draft memo is submitted.

16.3.52 18.3.52

A & E alone

X alone may be approved.

20.3.52 23.3.52

[Issued as Memo No. T6689 M/53-4 dt 23-3-52 Memo S. P. C]